



## DRUG & ALCOHOL

CONSOR-U.S. Underwater recognizes that the health, safety and wellbeing of all people within our work environment is important above all else and aims to provide a work environment free from the harmful effects of drugs and alcohol.

We recognize that the use of drugs and alcohol may impair an individual's capacity to perform their job safely, effectively and with respect for others in the work environment. The use of illicit drugs and the inappropriate use of alcohol, over the counter medications and prescribed medications pose a threat to the wellbeing of the individual and increase the risk of injury to employees, our customers and members of the community.

To maintain our duty of care and to provide a work environment free from the harmful effects of drug and alcohol use CONSOR-U.S. Underwater:

- Will not permit any person to work while impaired by drugs or alcohol;
- May conduct pre-employment, pre-activity, random and for-cause drug and alcohol screening of its employees and others at its workplaces;
- May conduct searches of vehicles, personal effects and other items whilst on, entering or leaving CONSOR-U.S. Underwater controlled workplaces;
- Will, in the interest of reducing harm from drugs and alcohol and promoting a healthy workplace, provide employees with information, education and confidential assistance to help them deal with issues relating to drugs and alcohol; and
- Will discipline, up to and including immediate dismissal, anyone found in breach of this policy, including any attempt to avoid or falsify a search or a Drug and Alcohol screen.

CONSOR-U.S. Underwater recognizes that the success of this Drug and Alcohol Policy and the maintenance of a safe and healthy workplace rely on the total commitment and cooperation of management and staff – a unified approach.

**Bryan Nicholls, VP**  
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